

DEFENSE INTELLIGENCE AGENCY

CAREER FIELD – ANALYSIS

Officers in this Career Field include all-source analysts, managers, and operations staff. Career Field (ACF) Officers conduct strategic, regional, and counterintelligence analysis; assess foreign military capabilities, infrastructures and resources essential to sustain defense forces; analyze transnational issues, such as illicit networks, foreign intelligence, and terrorist activities; conduct scientific and technological assessments of advanced weapons and capabilities; and analyze emerging and disruptive technologies. The ACF also incorporates the analytic operations and knowledge management skills that enable the Defense Intelligence Enterprise (DIE) to deliver quality products and services to defense intelligence clients.

Officers in the Analysis Career Field serve at the heart of DIA's global mission. From locations around the world, Analysis Officers provide cutting-edge analysis on foreign military capabilities and defense issues in support of our nation's warfighters, policymakers, and defense planners. Through written products, in-person briefings, or hi-tech presentations, their work informs tactical decisions of policy, defense strategy, weapons development and acquisition, and military planning. Analysis Officers come from diverse backgrounds and enjoy careers featuring engaging training opportunities, advanced education opportunities, and challenging assignments with DIA and the Intelligence Community.

Every day these Analysis Officers:

- conduct strategic, regional, and counterintelligence analysis;
- assess foreign military capabilities, infrastructures, and resources essential to sustain defense forces;
- analyze transnational issues such as illicit networks, foreign intelligence, and terrorist activities;
- accomplish scientific and technological assessments of advanced weapons and capabilities;
- analyze emerging and disruptive technologies with potential military applications; and,
- enable the Defense Intelligence Enterprise to ensure quality products and services are available for defense intelligence customers.

ANALYTIC OPERATIONS & KNOWLEDGE MANAGEMENT – Analytic Operations and Knowledge Management (AO & KM) analysis officers manage the business processes, policies, and tradecraft of Defense all-source analysis, collect and compile information on, and conduct analysis of, analytic resource alignment, analytic risk, and Department of Defense (DoD)/ Intelligence Community (IC) policy compliance. AO & KM analysis officers manage analytic mission requirements, and monitor analytic skill levels. AO & KM analysis officers coordinate and maintain programs of analysis, develop policies, and provide governance to monitor analyst career specialties and regulate career advancement, allowing analysis officers to achieve and sustain professional certifications. AO & KM analysis officers develop analytic capabilities, hone tradecraft, integrate data science techniques, and modify associated standards and policies to constantly improve all-source analysis. They manage foundational intelligence knowledge structures and their capabilities, and lead finished intelligence production processes including production planning, analytic design, product formatting, and multi-domain dissemination. Additionally, AO & KM officers lead knowledge management business approaches for solutions in support of all DIE functions. For example: they perform analytic ombudsman duties and devil's advocate functions, evaluate product usage or access, and implement associated business process efficiencies.

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Analytic Operations and Knowledge Management Officers ensure mission success by establishing and overseeing business processes for all-source analysis that help guarantee strong analytic tradecraft, analytic resource alignment, and DoD/IC policy compliance. Their responsibilities include:

- Collecting and compiling information on, and conducting analysis of, analytic resource alignment, analytic risk, and Department of Defense (DoD)/Intelligence Community (IC) policy compliance
- Managing analytic mission requirements, monitoring analytic skill levels, and coordinating and maintaining programs of analysis
- Developing policies and providing governance to monitor analyst career specialties, to manage analyst career advancement, and to achieve and maintain analyst professional certification
- Driving the constant improvement of all-source analysis by evolving analytic capabilities and tradecraft; integrating data science techniques; and modifying associated standards and policies
- Managing foundational intelligence knowledge structures and capabilities
- Leading finished intelligence production processes to include production planning, analytic design, product formatting, and multi-domain dissemination
- Evaluating analytic assessment quality and tradecraft compliance
- Developing, adapting, and disseminating tradecraft. Performing analytic ombudsman and devil's advocate functions
- Evaluating product usage, capability access, and associated business process efficiencies
- Leading Knowledge Management business approaches for solutions to all functions for the Defense Intelligence Enterprise

Career Specialty Definition and Competencies

- Develops and maintains analytic tradecraft, standards and policy. Manages analytic requirements, intelligence planning, and production processes. Provides analytic metrics and program assessments.

COUNTERINTELLIGENCE & TRANSNATIONAL – Counterintelligence & Transnational (CI & T) analysis officers perform all-source analysis on foreign intelligence activities, illicit trafficking, terrorism, piracy, state and non-state weapon transfers, and threat finance. They analyze foreign intelligence's capabilities, activities, tactics, techniques and procedures (TTPs), and intent to conduct intelligence operations or commit sabotage against U.S. defense related facilities, systems, operations, or plans. CI & T analysis officers assess regional or transnational terrorist group's intent and capability to threaten US interests. They evaluate evidence of state or non-state actor sponsorship of, or affiliation with, terrorists or drug traffickers. They also identify significant foreign illicit or proliferation networks, their leadership, operations, and the vulnerabilities of these networks. CI & T analysis officers assess foreign government and its military's, counterdrug policies, capabilities, actions, and attitudes toward U.S.-backed counterdrug proposals and activities. They identify international drug trafficking linkages with international terrorism, antigovernment groups, and organized crime. They analyze the international movement of illicit goods or personnel, including those involved in terrorism and insurgency, narcotics, illegal migrants, human trafficking, Weapons of Mass Destruction (WMD), gray arms, and illicit state-to-state weapons transfers and the individuals, companies or networks controlling them. CI & T analysis officers also assess the illegal seizure of property and personnel operating on the world's oceans or seas, as well

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as plans, intentions, procedures and operations of state and non-state actors to capture, or otherwise hold and exploit U.S. and allied personnel, remains, and/or property.

Counterintelligence and Transnational Officers work to disrupt and prevent foreign illicit transnational networks that facilitate terrorism, insurgencies, weapons proliferation, drugs, piracy, and human trafficking. Their responsibilities include:

- Analyzing foreign intelligence entity capabilities, activities, tactics, techniques, and procedures (TTPs) and intentions to conduct intelligence operations or sabotage US defense-related facilities, systems, operations, plans, and capabilities
- Assessing regional or transnational terrorists' or organizations' intent and capability to threaten US interests
- Evaluating evidence of state and non-state actor sponsorship of, or affiliation with, terrorists or drug traffickers
- Identifying significant foreign illicit and proliferation networks, their leadership, operations, and vulnerabilities
- Locating illicit drug production and processing facilities and assessing production yield, transshipment methods and routes, financing, and impact on US borders and US drug trade activity
- Assessing foreign government, especially military, counterdrug policies, capabilities, actions, and attitudes toward US-backed counter-drug proposals and activities
- Identifying international drug trafficking linkages with international terrorism, antigovernment groups, and organized crime
- Analyzing illicit international movement of goods or personnel, including those involved in terrorism and insurgency, narcotics, illegal migrants, human trafficking, Weapons of Mass Destruction (WMD), gray arms, and illicit state-to-state weapons transfers; and the individuals, companies or networks controlling them
- Evaluating crimes or other unlawful interference with vessel operations committed against ships, boats, and mobile resource exploration or exploitation vessels operating on the world's oceans or seas
- Assessing plans, intentions, procedures, and operations of state and non-state actors to capture, or otherwise hold and exploit, US and allied personnel or their remains

Career Specialty Definition and Competencies

- Demonstrates knowledge in the function, structure, relationships, patterns, connectivity, and other factors related to illicit trafficking, terrorism, piracy, illicit weapon transfers, financial, and foreign intelligence threats and activities. Assesses transnational and foreign intelligence capability, criticality, vulnerability, and intentions to identify, deny, disrupt, destroy, or defeat threat systems and networks.

INFRASTRUCTURE & RESOURCES – These Analysis Officers accomplish all-source analysis of transportation, energy, water and telecommunications infrastructure, no-strike facilities (diplomatic, educational, religious and culturally significant facilities), logistics facilities, physical vulnerability, defense economics and industry, and underground facilities. Infrastructure & Resource Analysis Officers analyze the framework of foreign interdependent infrastructure networks and systems (transportation, energy, and telecommunications) providing services and products essential to national security and

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defense. They detect, analyze, characterize, and monitor underground facilities used by adversarial countries and non-state actors to protect and conceal critical assets, including WMD, ballistic missiles, military command and control, the relocation of leadership, forces, and strategic industries. These Analysis Officers identify functionally critical components of industries, infrastructure networks, and facilities; determine the mechanism for damaging these critical components to desired levels; and develop vulnerability assessments and weapon effects on targets in direct support of employment planning, execution, battle damage assessment (BDA), and munitions effectiveness assessment activities. Infrastructure & Resource Analysis Officers assess foreign defense economics affecting a country's ability to support defense programs, their arms acquisition efforts, and military or civilian infrastructure development. They evaluate a foreign country's current and future ability to develop, equip, sustain, and employ its military forces, including research, development, and the production of weapon systems and military equipment and cooperative arrangements with foreign defense industries; and reliance on foreign technologies. They provide analysis on no-strike facilities to operational planners and assess the effects of geography, population, natural resources (food and water), and environment on military operations, hazards to military forces, and challenges to stability.

Infrastructures and Resources Officers specialize in transportation, energy and telecommunications infrastructure, logistics facilities, physical vulnerability, defense economics and industry, and underground facilities. Their responsibilities include:

- Analyzing the framework of foreign interdependent infrastructure networks and systems (transportation, energy, and telecommunications) providing services and products essential to national security, defense, and society
- Detecting, analyzing, characterizing, and monitoring underground facilities used by adversarial countries and non-state actors to protect and conceal critical assets including Weapons of Mass Destruction (WMD), ballistic missiles, military command and control, leadership relocation, military forces, and strategic industries
- Identifying functionally critical components of industries, infrastructure networks, and facilities; determining the mechanism for damaging these critical components to desired levels; developing vulnerability assessments and weapon effects on target vulnerability in direct support of employment planning, execution, battle damage assessment, and munitions effectiveness assessment activities
- Assessing foreign defense economics that affect a country's ability to support defense programs, arm acquisition efforts, and military or civilian infrastructure development
- Evaluating a foreign country's current and future ability to develop, equip, sustain, and employ its military force to include research, development, and production of weapon systems and military equipment, cooperative arrangements with foreign defense industries, and reliance on foreign technologies

Career Specialty Definition and Competencies

- Demonstrates knowledge and understanding of foreign military-civilian physical, energy and telecommunications infrastructure, industrial base, resources, networks, and interdependencies to inform decisionmaking. Assesses infrastructure's ability to develop, manufacture, support, employ, and protect political/military strategic goals. Identifies vulnerabilities and critical nodes of networks, configurations and interdependencies to limit or defeat those capabilities. Informs consumers of significant humanitarian, geographical, cultural, and resource issues.

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MILITARY CAPABILITIES – Military Capabilities (MILCAP) analysis officers provide all-source analysis of foreign capabilities to fully coordinate and integrate military operations with elements of every military service component, e.g. air, ground, sea, space and cyberspace. They evaluate Joint Force doctrine, plans, policy, force structure, and the training and resources of military services to perform current and future joint missions. They assess the goals of uniformed and civilian service-level leaders, their motivations, intentions, and capabilities/vulnerabilities, as well as their level of influence on national-level defense policies, plans, and decision-making. These analysis officers examine national civil-military authority and decision-making structures; national and military intelligence organizations; procedures and facilities used by state or non-state entity command authorities; and high command, general staff, or joint command's ability to command and control the armed forces. They evaluate current and future foreign services' capabilities in leadership, strategy, doctrine, intent, operational art, TTPs, and order of battle. MILCAP analysis officers evaluate the general purpose forces or mobile strategic force distribution within an area; assess the location of fixed/mobile headquarters, platforms, and forces, and their capability and readiness to perform their functions. MILCAP analysis officers identify and assess foreign strategic, operational, and tactical-level military denial and deception organizations; doctrine, programs, plans, and TTPs related to military strategy; and national security goals, indications and warning, weapon systems and programs; as well as military capabilities, arms control agreements, international inspection regimes and risk of technology compromise through dual-use sales/foreign targeting. Lastly, they evaluate the characteristics and capabilities of potential insurgent elements and non-state actors' ground military forces, and the extent of foreign support to antigovernment elements. MILCAP Officers are experts in the most fundamental defense intelligence specialty: the analysis of foreign military capabilities on the ground, on the ocean, and in the air, in space, and in cyberspace. Their responsibilities include:

- Specializing in Joint Forces doctrine, requirements, and capabilities; military leadership; national Command, Control, Communications, Computer, and Intelligence (C4I); service capabilities; cyber; order of battle; operational readiness and disposition of forces; future force projections; military denial and deception; and, insurgent and irregular combat capabilities
- Analyzing foreign capability to conduct fully coordinated and integrated military operations using elements of different service components (air, ground, sea, and cyber).
- Evaluating Joint Force doctrine, plans, policy, force structure, training, and resources of military services to perform current and future joint missions
- Assessing uniformed and civilian service-level leaders' goals, motivations, intentions, and capabilities/vulnerabilities, as well as their role and/or level of influence on national-level defense policies, plans, and decision-making
- Analyzing national civil-military authority and decision-making structures, national and military intelligence organizations, procedures, and facilities used by state or non-state entity command authorities, high command, general staff, or joint command(s) to command and control the armed forces
- Evaluating current and future Foreign Service capabilities (air, air defense, ground, naval, electronic, special operations, strategic missile, Weapons of Mass Destruction (WMD)-related, special police forces, cyber, etc.) in leadership; strategy; doctrine, intent; operational art; tactics, techniques, procedures (TTPs); and, order of battle
- Evaluating the general purpose forces/mobile strategic force distribution within an area.

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- Assessing the location of fixed/mobile headquarters, platforms, and forces as well as the capability and readiness to perform its mission or functions
- Identifying and assessing foreign strategic, operational, and tactical-level military denial and deception organizations, doctrine, programs, plans, and TTPs related to military strategy and national security goals, indications, and warning, weapon systems, and programs, military capabilities, arms control agreements, and international inspection regimes
- Evaluating the characteristics and capabilities of potential insurgent elements and non-state actor ground military forces, including doctrine and TTPs, and the extent of foreign support to antigovernment elements

Career Specialty Definition and Competencies

- Demonstrates knowledge and ability to evaluate current and future military forces (air, air defense, ground, naval, space, cyberspace, electronic, special operations, strategic missile, Weapons of Mass Destruction (WMD)-related, special police forces, etc.) capabilities, leadership, strategy, doctrine, intent, operational art, tactics, techniques, procedures (TTPs), and order of battle to inform decisionmaking.

SCIENTIFIC & TECHNICAL INTELLIGENCE – Scientific and Technical Intelligence (S&TI) analysis officers provide all-source analysis on the design, characteristics, and performance of conventional weapons/systems, space/counterspace systems, Weapons of Mass Destruction (WMD) programs, emerging/disruptive technologies, the transfer of technology, and medical intelligence (MEDINT). These analysis officers assess current and future technical characteristics and the capabilities of foreign advanced and conventional military (and dual-use civilian) systems (weapons, platforms, sensors, countermeasures) in development or in operation, and their lethal effect when employed against U.S. or allied platforms and personnel. They analyze the research and development capabilities, programs, and infrastructure associated with foreign military systems, weapons/sensor testing and evaluation, production, and proliferation. They assess the developments and trends in foreign scientific and technical capabilities that affect future applications in military defense and national security with the intent to prevent technology surprise to U.S. and allied forces, or to further develop domestic defense. S&TI analysis officers investigate foreign ballistic missile systems and the proliferation of missile systems or critical components, technology, production capability, specialty materials, or expertise to countries or groups hostile to U.S. national security interests. They assess information on foreign nuclear, biological, radiological, and chemical weapons programs and actors (including dual-use technologies and materials), focusing on proliferation of knowledge, technology, equipment, and materials to countries or terrorist groups who threaten U.S. or its interests. These analysis officers evaluate intelligence regarding capabilities and characteristics of foreign military offensive and defensive WMD weapons and warfare systems, those in operation or development. They assess the long-range future strategic environment, military forces, and key global and regional trends and actors to anticipate emerging challenges and opportunities for domestic defense development. Finally, S&TI analysis officers analyze infectious diseases, chemical and radiation risks and countermeasures, medical science and technology developments, global health systems, and medical capabilities of state and non-state actors. Scientific and Technical Intelligence Officers serve on our nation's vanguard against scientific and technical threats by providing the systematic study and analysis of foreign capabilities in basic and applied research and engineering. Their responsibilities include:

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- Specializing in conventional weapons/systems, space/counter space systems, Weapons of Mass Destruction (WMD) programs, emerging/disruptive technology, technology transfer, and medical intelligence
- Assessing current and future technical characteristics and capabilities of foreign advanced and conventional military (including dual use civilian) systems (weapons, platforms, sensors, countermeasures) in development, in operation, and actual lethal effect when employed in combat against US and allied platforms and personnel
- Analyzing research and development capabilities, programs, and infrastructure associated with foreign military systems, weapons/sensor testing and evaluation, production, and proliferation
- Evaluating technical characteristics, performance, signatures, capabilities, vulnerabilities, and employment of all systems, sensors, facilities, and hardware normally considered part of current and projected space/counter space platforms, programs, networks, and support systems
- Assessing the developments and trends in foreign scientific and technical capabilities that impact future applications in military defense and national security to prevent technology surprise to the US and allied forces, or provide opportunity of domestic defense development
- Analyzing foreign ballistic missile systems (including WMD payloads) and the proliferation of missile systems or critical components, technology, production capability, specialty materials, or expertise to countries or groups hostile to US national security interests.
- Assessing information on foreign nuclear, biological, and chemical weapons programs and actors (includes dual-use technology and materials) with focus on proliferation of knowledge, technology, equipment, and material related to countries or terrorist group who threaten US interests
- Evaluating intelligence on capabilities and characteristics of foreign military offensive and defensive WMD weapons and warfare systems, both operational and in development.
- Assessing the long-range future strategic environment, military forces, and key global and regional trends/actors to anticipate emerging challenges and opportunities to shape the future
- Analyzing infectious disease; chemical and radiation risks and countermeasures; medical science and technology developments; global health systems and capabilities of state and non-state actors

Career Specialty Definition and Competencies

- Demonstrates knowledge and understanding of specific scientific or technological disciplines to conduct scientific and technological analysis. Demonstrates capability in analytic methods and resources used in scientific and technical intelligence. Assesses developments and trends in foreign scientific and technical capabilities that impact future applications in military defense and national security to prevent technology surprise to the U.S. and allied forces, or to provide the opportunity for domestic defense development. Assesses technical capabilities of current and future foreign weapons and their impact on U.S. and allied forces.

STRATEGIC & REGIONAL ANALYSIS – Strategic & Regional analysis officers evaluate military strategy, security goals, objectives, and doctrine at the national and operational levels of the military command structure; they analyze a foreign nation’s defense plans, programs, and policies governing military force employment, deployment and readiness, and their rules of engagement. These analysis officers assess integrated national-level organizational and modernization plans and policies for future enhancement of

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national ballistic missiles, ground, naval, and air defense forces. Strategic & Regional analysis officers evaluate the effect of arms limitations, force reduction agreements, or treaties on relevant military force balances, strategy and doctrine implications, and regional and strategic security. They identify and assess foreign defense decision-makers, policy-shapers and other influential persons whose actions and decisions have national significance. They analyze high-level foreign leaders' strategic plans, policies, motivations, and their associated impact on the national security decision making process, domestic and international policies, as well as national military structure. Strategic & Regional analysis officers identify and assess factors, conditions, or other influences that contribute to, or undermine, national and regional stability, indigenous groups, tribes, sub-state governments, or other entities that may affect U.S. national security interests or require immediate U.S. action. These analysis officers evaluate factors such as regional agreements, sanctions, embargoes, civil wars, and conflict. Strategic & Regional analysis officers warn of strategic changes with defense implications, potential conflicts, military operations, or other potential crises. Lastly, they analyze the social, cultural, and behavioral factors characterizing the relationships and activities of the population and individuals of interest in a specific region or operational environment.

Strategic and Regional Officers assess foreign national goals and intentions; defense doctrine and strategy; socio-cultural dynamics; and civilian and military leadership to provide early warning of potential conflicts, military operations, or other crises. Their efforts help determine what factors, conditions, or other influences affect U.S. national security interests and their responsibilities include:

- Evaluating military strategy, security goals, objectives, and doctrine at the national and operational levels of the military command structure
- Analyzing a foreign nation's defense plans, programs, and policies that govern military force employment, deployment and readiness, and rules of engagement
- Assessing integrated national-level organizational and modernization plans and policies for future enhancement of national ballistic missile, ground, naval, air, air defense, space, and cyber forces. Evaluating the effect of arms limitations and force reduction agreements and treaties on relevant military force balances, strategy and doctrine implications, and regional and strategic security
- Identifying and assessing foreign defense decision-makers and policy-shapers (Defense Chiefs/Ministers, Deputies) and influential persons whose actions and decisions have national significance
- Analyzing the strategic plans, intentions, policies, and motivations of high-level foreign leaders and their impact on the national security decision-making process, domestic and international policies, and the national military structure
- Identifying and assessing factors, conditions, or other influences that contribute to or undermine national and regional stability, leading to or perpetuating hostilities within a nation-state, or among nations, indigenous groups, tribes, sub-state governments, and other entities that would affect US national security interests or require immediate US action
- Identifying and evaluating factors such as regional agreements, sanctions, embargoes, religious or ideological extremism, insurgencies, sanctuaries, civil war, and conflict
- Providing warning of strategic changes with defense implications, potential conflicts, military operations, or other potential crises

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- Analyzing the social, cultural, and behavioral factors characterizing the relationship and activities of the population and individuals of interest in a specific region or operational environment
- Assessing role and influence of mass media as an instrument of state power

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- Employs understanding of strategic and regional defense relationships, strategies, goals, and intentions to inform decisionmaking. Identifies and assess factors that contribute to or undermine national and regional stability, leading to or perpetuating hostilities within a nation-state or among nations, indigenous groups, tribes, sub-state governments, and other entities that affect U.S. national security interests or require immediate U.S. action.